

B. If a *Headquarters Office Report*, list here (or in Appendix....., if this space is insufficient) the Headquarters Offices covered in this Report.

Name of Headquarters Office	Location of Headquarters Office	Stations supervised by Listed Hdqrs. Office (Set call letters)

C. If a *Consolidated Report*, list here (or in Appendix....., if this space is insufficient) the Headquarters and Stations covered in this Consolidated Report.

Headquarters Office(s) Name(s) and Location(s)	Station Call Letters and Locations

[illegible]

SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL EMPLOYEES ¹			MALE					FEMALE				
JOB CATEGORIES		Total Columns 2 + 3 (1)	Male (2)	Female (3)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (8)	MINORITY GROUP EMPLOYEES				White, not of Hispanic origin (13)
					Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)		Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	
On-the-job trainees ²	White Collar Production													

¹Include "Minority Group Employees" and others. See instruction 7.

²Report only employees enrolled in formal on-the-job-training programs.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed _____ Title V.P.
 Date 3/17/87 Name of Respondent Dixie Broadcasting, Inc.
 Telephone No. (include area code) 205/353-1750

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

**BROADCAST STATION
ANNUAL EMPLOYMENT REPORT 1988**

Approved by OMB
3000-0390
Expires 9/30/90

(For FCC Use Only)

Code No.

SECTION I

A. Name of Licensee or Permittee Dixie Broadcasting, Inc.	B. Address P.O. Box 789 Decatur, Al 35602
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SECTION II

A. TYPE OF RESPONDENT (check one)

COMMERCIAL BROADCAST STATION

NONCOMMERCIAL BROADCAST STATION

AM ☐ AM

TV ☐ TV

ER ☐ Educational AM or FM Radio

FM ☐ FM

LP ☐ Low Power TV

ET ☐ Educational TV

AF ☒ Combined AM & FM
in same area

IN ☐ International

HQ ☐ Headquarters (Name and Location) _____

ZIP Code _____

B. LIST CALL LETTERS AND LOCATION(S) OF INCLUDED STATIONS

CALL LETTERS	LOCATION(S)
WHOS-AM	Decatur, Al

CALL LETTERS	LOCATION(S)
WDRM-FM	Decatur, Al

SECTION III

A. PAY PERIOD COVERED BY THIS REPORT (DATE)

2/1 - 2/15/88

B. CHECK APPLICABLE BOX

☐ Fewer than five full-time employees during the selected payroll period (Complete page one only and certification statement and return to FCC)

☒ Five or more full-time employees during selected payroll period (Complete all sections of form and certification statement and return to FCC)

SECTION IV CERTIFICATION

This report must be certified, as follows: (a) By licensee, if an individual; (b) By a partner, if a partnership (general partner, if a limited partnership); (c) By an officer, if a corporation or an association; or (d) By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.

U.S. CODE, TITLE 18, SECTION 1001.

I certify to the best of my knowledge, information, and belief, all statements contained in this report are true and correct.

Signed _____

Title General Manager

Print Name J. Mack Bramlett

Date 3/4/88 Telephone No. (205)353-1750

SEC 100 EMPLOYEE DATA

A. FULL-TIME PAID
EMPLOYEE DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE

A. FULL-TIME PAID
EMPLOYEE DATA

8. PART-TIME PAID
EMPLOYEE DATA

[illegible]

DBI EXHIBIT 5A

Dixie Broadcasting, Inc.

Equal Employment Opportunity Program

Federal Communications Commission

Docket No. 92-207 Exhibit No. 5A

Presented by DBI

Disposition	{	Identified	<u>3/1</u>
		Received	<u>3/1</u>
		Rejected	

Reporter BMCB/MALW

Date 3/1/93

DIXIE BROADCASTING, INC.
EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

THE ATTACHED EXHIBIT IS BEING PROVIDED
UNDER PENALTY OF PERJURY

2/26/93
DATE


MARK GOODWIN

DIXIE BROADCASTING, INC.
EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The principles of the equal employment opportunity ("EEO") program of Dixie Broadcasting, Inc. ("DBI"), licensee of Stations WHOS(AM) and WDRM(FM), Decatur, Alabama (the "Stations"), are set forth in the Broadcast Equal Employment Opportunity Report dated November 23, 1988 (the "Form 396") included as part of the Stations' renewal applications filed on December 1, 1988 with the Federal Communications Commission ("FCC" or "Commission").

In order to implement the Stations' EEO program and to facilitate periodic evaluation of the program's effectiveness, DBI has established the following procedures and designated two of its employees -- Mark Goodwin (general sales manager) and James K. Bramlett (assistant EEO officer) -- to carry them out, subject to the ultimate supervision of the Stations' general manager, J. Mack Bramlett.

1. An "EEO Policy Statement" and a "Notice to Employees and Applicants for Employment Regarding Station WDRM's EEO Policy and Program" are posted in a conspicuous location at the Stations. Copies of these notices, which are modeled after the sample notice in the

3. The Stations periodically send out notices to potential

each person applying for an opening and the disposition of each person's application.

6. Pertinent information with respect to each applicant is provided on an EEO Data Form. A copy of this form, modeled after the form in the NAB Handbook, is attached hereto as Attachment 6. The information gathered is kept separate from the applicant files while the applicant remains under active consideration for any position. The applicant is informed that the information is required for FCC reporting purposes and will not be used for any other purpose. For those applicants who walk into the Station, the race and sex is determined from visual observation. For those who apply by mail for advertised positions, the Stations send a letter to the applicant (a sample of which is attached hereto as Attachment 7) acknowledging receipt of the application and asking them to complete and return the EEO Data Form to the Stations.

7. Documentation is kept on the responses received directly from each referral source, whether in the form of correspondence or notes from meetings with or telephone calls to the sources.

8. The effectiveness of each source is periodically evaluated based upon the foregoing records and adjustments are made as necessary.

9. Files relative to all hiring opportunities and other EEO efforts during the license term are retained until FCC action on the next renewal application filed becomes final.

10. Finally, DBI entered into a letter agreement dated January 22, 1992 with Region V of the NAACP, in settlement of the NAACP's

EEO POLICY STATEMENT

It is the policy of Station WDRM to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, age, or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, discipline and termination. It is also the policy of Station WDRM to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designated to ensure the full realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin, age or sex.

To make this policy effective, and to ensure conformance with Rules and Regulations of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program. Copies of our Equal Employment Opportunity Program are available to all interested persons in the WDRM office.

Notice to Employees and Applicants For Employment Regarding Station WDRM's EEO Policy and Program

It is the policy of Station WDRM to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, age or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, discipline, and termination.

It is also the policy of Station WDRM to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program. Copies of our Equal Employment Opportunity Program are available to all interested persons in the WDRM office.

We would like to ask your cooperation and assistance in our efforts to recruit, hire and promote qualified women and minorities. In this regard, if you know of individuals who might be interested in and qualified to work at the station, we encourage you to refer them to us.

All Applicants and employees are entitled to equal opportunity. If you believe you have been discriminated against, you have the right to notify the Federal Communications Commission, 1919 M Street, S.W., Washington, D.C. 20554; the Equal Employment Opportunity Commission, 1900 3rd Avenue, North, Birmingham, AL 35203.



RECYCLED

ALL STATE LEGAL SUPPLY CO. 1 800-222-0510 ED11



**Applicants should not fill out this side of blank.
It is for office use if applicant is employed.**

EMPLOYMENT RECORD

EMPLOYEE'S NAME		EMPLOYED <input type="checkbox"/> FULLTIME (As of _____) <input type="checkbox"/> PART TIME (As of _____) <input type="checkbox"/> TEMPORARY (As of _____)
DATE HIRED	DATE TERMINATED	

Make new entry on separate line for each change in rate and/or duties

JOB TITLE	DATES WORKED IN		RATE OF PAY
	FROM	TO	

IN CASE OF EMERGENCY CONTACT:

NAME	RELATIONSHIP	ADDRESS	PHONE NO.
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Reason for Leaving: _____

Supervisor's Comments: _____



Item 2100

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Signed _____

Date _____

COUNTRY 102-FM WDRM

HUNTSVILLE
ALABAMA

401 14th Street, S.E.
Decatur, AL 35601

P.O. Box 789
Decatur, AL 35602

Decatur (205) 353-1750
Huntsville (205) 837-1021
FAX (205) 355-8013

Date

{SALUT} {FNAME} {LNAME}
{TITLE}
{COMPANY}
{ADDRESS}
{CITY}, {STATE} {ZIP}

Dear {SALUT} {LNAME}:

Station WDRM is an Equal Opportunity Employer. From time to time, we have job openings at our station which require a variety of skills and talents. We encourage members of minority groups and women to apply for these positions, and we seek your help in referring minorities and women to us.

We will be contacting you as job openings arise at our station. In the meantime, if you know of minority group members and/or women who might be interested in working at our station, please do not hesitate to refer them directly to me. In the event you do not presently know of any such candidates, please refer them to me whenever they come to your attention.

If you are aware of any other organization which may be of assistance to us in this regard, I would also appreciate having its name and address. I am enclosing a self-addressed, stamped postcard, and ask that you complete and return it to me to acknowledge receipt of this letter.

Thank you for your assistance.

Sincerely,

J. MACK BRAMLETT
General Manager

*This is to acknowledge that I have received a letter from Station WDRM,
seeking female and minority referrals for job openings at the station.*

Signature

Date

The following action (has been) (will be) taken:

Other Organizations to contact:

Name

Address

102-FM

RM

date

{SALUT} {FNAME} {LNAME}

{TITLE}

{COMPANY}

{ADDRESS}

RY 102-FM
DRM

February 13, 1992

To: Calvin Miller
Advertising Manager,
Speakin' Out News

From: J. Mack Bramlett, *J. M. B.*
General Manager
WDRM-WHOS Radio

Please run the following ad in the next issue of